

22 March 1978

MEMORANDUM FOR: Chairperson NFAC AOP Panel

STATINTL ATTENTION : [REDACTED], AOP Panel Secretary

THROUGH : Director, Office of Imagery Analysis

SUBJECT : OIA Selection of AOP Candidates

STATINTL As chief of the China Systems Branch of the Office of Imagery Analysis, I have interviewed the five AOP applicants who indicated interest in the OIA AOP position. I have selected [REDACTED] as the primary candidate and [REDACTED] as the alternate candidate. STATINTL

My selection was based on the applicants' expressed interest in imagery analysis as a career, the results of their aptitude testing, how well they formulated and expressed their ideas, and their confidence of being able to learn the skills required of an imagery analyst. The biographic data supplied by the AOP Panel was studied and used to evaluate the applicants, individually and collectively. Each applicant's level of advanced education was considered but was not a determining factor in the selection process. However, all applicants were informed that it was desirable that they continue pursuing a college degree as an imagery analyst.

STATINTL During the interviews each applicant was again informed of the branch operations and job specifics. In addition, each applicant was reminded that they would have to successfully complete the imagery interpretation course. This course lasts about 15 weeks and is taught in [REDACTED]. The next course which the AOP candidate could attend will begin in the fall of 1978.

STATINTL [REDACTED] most impressed me during the interview with her positive attitude toward becoming an imagery analyst. She was introduced to imagery analysis when she was assigned to the National Photographic Interpretation Center earlier in her career. Since that time she has been confident she could perform as an imagery analyst if given the opportunity. This desire to become an imagery analyst is demonstrated by the fact she applied only for the AOP imagery analyst position. STATINTL [REDACTED] test results were the best of the applicants applying for this position. During the interview her statements were well thought out

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and clear. She obviously has the motivation and desire to become an imagery analyst and I believe she also has the ability.

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[REDACTED], although not as familiar with imagery analysis as a profession as was [REDACTED], was equally impressive in her interview. She was very interested in the imagery analysis field and has the confidence she could become a competent imagery analyst. Her test results were good and contained nothing I believe would in any way prevent her from being accepted for this position. [REDACTED] is an articulate, mature woman who was well prepared for her interview. I believe she has the ability to become a competent imagery analyst. STATINTL

The remaining three applicants appeared to be more intent on getting out of their present positions than on getting into imagery analysis. The results of their testing was similar; all were generally fair-to-average, but weak in one or more areas which I believe are necessary to become a competent imagery analyst.

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[REDACTED]
Chief, China Systems Branch
Missile Systems Division

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CONCUR: [REDACTED]

Noel E. Firth
Director
Imagery Analysis